## 2018 Equal Employment Opportunity Data

March 29, 2019



## **Table of Contents**

MCC's Equal Employment Opportunity Data Posted Pursuant to Title III of the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), P. L. 107-174."

Complaint	Comparativ	Comparative Data Previous Fiscal Year Data										
Activity 29 CFR §1614.704 (a), (b) and (c)	2013	2014	2015	2016	2017	9-30-18						
Number of Complaint s Filed	3	1	3	2	3	4						
Number of Complaina nts	0	3	1	3	2	4						
Repeat Filers	0	1	0	1	0	1						
Complaint	Comparativ	e Data Previ	ious Fiscal Y	ear Data								
s by Basis 29 CFR §1 614.704(d ) Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed	2013	2014	2015	2016	2017	2018 thru 9-30-18						
Race	2	1	1	0	3	3						
Color	0	0	1	0	0	2						
Religion	0	0	0	0	0	0						
Reprisal	2	0	1	1	2	2						
Sex	0	0	1	1	2	4						
National	0	0	1	0	1	2						

Complaint	Comparati	ve Data Prev	ious Fiscal Y	ear Data		
s by Basis 29 CFR §1 614.704(d ) Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed	2013	2014	2015	2016	2017	2018 thru 9-30-18
Origin						
Equal Pay Act	0	0	0	0	0	0
Age	0	1	2	1	1	0
Disability	0	1	2	0	0	2
Genetic Informatio n	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaint s by Issue 29 CFR §1 614.704(e )

**Complaint Comparative Data (Sec. 1614.705)** 

**Previous Fiscal Year Data** 

Note: Complaints can be filed alleging multiple issues. The	Previous Fis	cal Year Dat	2015	2016	2017	
Complaints can be filed alleging multiple issues. The	2013	2014	2015	2016	2017	
sum of the issues may not equal total complaints filed.					2017	2018 thru9 -30-18
Appointm C ent/Hire	)	0	0	1	0	0
Assignmen C t of Duties	)	0	0	0	0	1
Awards C	)	0	0	0	0	0
Conversio C n to Full- time	)	0	0	0	0	0
Disciplinary A	ction					
Demotion C	)	1	0	0	0	0
Reprimand C	)	0	0	0	0	2
Removal C	)	1	1	0	0	0
Suspensio 1		0	0	0	0	0
Other C	)	0	0	0	0	0
Duty C Hours	)	0	0	0	0	0
Evaluation C Appraisal	)	0	2	0	0	1
Examinatio C n/Test	)	0	0	0	0	0
Harassment						

2018 Equal Employment Opportunity Data | March 29, 2019

Complaint	Comparative Data (Sec. 1614.705)												
s by Issue 29 CFR §1 614.704(e )	Previous Fi	Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2013	2014	2015	2016	2017	2018 thru9 -30-18							
Non- Sexual	0	1	2	0	1	0							
Sexual	0	0	0	0	0	0							
Medical Ex amination	0	0	0	0	0	0							
Pay (Including Overtime)	0	0	0	0	0	0							
Promotion /Non- Selection	0	0	0	0	0	1							
Reassignme	ent			•									
Denied	0	0	0	0	0	0							
Directed	0	0	1	0	0	0							
Reasonabl e Accomm odation	0	1	1	0	0	0							
Reinstate ment	0	0	0	0	0	0							
Retirement	0	0	0	0	0	0							
Terminatio n	0	0	0	0	1	0							
Terms/Co	0	0	0	0	1	3							

Complaint	Comparative Data (Sec. 1614.705)										
s by Issue 29 CFR §1 614.704(e )	Previous Fi	scal Year Da	nta								
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2013	2014	2015	2016	2017	2018 thru9 -30-18					
nditions of Employme nt											
Time and Attendanc e	0	0	1	0	0	0					
Training	0	0	1	0	0	0					
Other	0	0	0	0	0	1					
	2013	2014	2015	2016	2017	2018 thru 9-30-18					
Complaint s pending during fiscal year	3	1	3	2	3	4					
Average number of days in inv estigation stage	0	0	133	124	120	122					
Average number of days in final action stage	0	9	67	55	71	62					

	2013	2014	2015	2016	2017	2018 thru 9-30-18
Complaint s pending during fiscal year where hearing was requested	3	1	3	2	3	2
Average number of days in inv estigation stage	0	0	0	0	124	0
Average number of days in final action stage	0	0	0	0	0	0
Complaint s pending during fiscal year where hearing was not requested	0	0	0	0	0	2
Average number of days in inv estigation stage	0	0	0	0	0	141
Average number of days in final action stage	0	0	0	0	0	
Complaint s Dismissed by Agency Pursuant	Comparativ	e Data (Sec.	1614.705)			2018 thru 9-30-1

8

to	07/-	Previo	us Fisc	al Year	Data							
1614.1( ) 29 C 1614.7 g)	FR §	2013	2	014	20	015	20	16	201	7		
Total Comp s Dismis by Ag	ssed	0	1		0		0		1		0	
Avera days pendir prior t dismis	ng :o	0	9	)	9		0		0		0	
Comp s Withd by Co inants	rawn mpla			0								
Total Comp s Withd by Co inants	rawn mpla	0	С	)	0		0		0		0	
Total Final Actions Finding Discrimination 29 CFR §161 4.70 4(h)	2013 201 2013 201 2013 201 2013 201 2013 201 2013 201 2013 201		2014	(Sec. 16	2015	5)Previ	2016	cal Yea	2017		2018 thru 9-30-	18
	#	%	#	%	#	%	#	%	#	%	#	%
Total Num ber F	0		0		0		0		0		0	

Actions Finding Discrimination 29 CFR 9361	Total	Comp	arative	Data (	Sec. 16	514.705	5)Previ	ous Fis	cal Yea	ar Data		2018	
With out   Hearing   O	ons Findi ng D iscri mina tion 29 CFR §161 4.70	2013 2014 2015											
out Hearing         With Hearing         0													
Hearing	out Heari	0		0		0		0		0		0	
Previous Fiscal Year Data	Heari	0		0		0		0		0		0	
of Di scri mina tion Rend ered by Basis 29 C FR\$1 614. 704(i)  Total Num ber F	1	Comp	mparative Data (Sec. 1		Sec. 16	514.705	5)						
mina tion  # % # % # % # % # % # % # % # % # % #	of Di	Previo	ous Fisc	cal Yea	r Data	г		Т				9-30-	18
tion Rend ered by Basis 29 C FR\$1       614. 704( i)       0		2013	1	2014		2015		2016		2017			
Num ber F	Rend ered by Basis 29 C FR§1 614. 704(	#	%	#	%	#	%	#	%	#	%	#	%
gs	Num ber F indin	0		0		0		0		0		0	
Race 0 0 0 0 0 0	Race	0		0	0		0		0			0	

Findi	Comp	parativ	e Data	ata (Sec. 1614.70		5)					2018 thru	
ngs of Di	Previ	ous Fis	cal Ye	ar Data	1						9-30-	18
scri	2013		2014		2015		2016		2017			
mina tion Rend ered by Basis 29 C FR§1 614. 704( i)	#	%	#	%	#	%	#	%	#	%	#	%
Colo r	0		0	0		0		0			0	
Relig ion	0		0	0		0		0			0	
Repri sal	0		0	0		0		0			0	
Sex	0		0	0		0		0			0	
Nati onal Origi n	0		0	0		0		0			0	
Equa I Pay Act	0		0	0		0		0			0	
Age	0		0	0		0		0			0	
Disa bility	0		0	0		0		0			0	
Gene tic In form ation	0		0	0		0		0			0	
Non- EEO	0		0	0		0		0			0	
Findi ngs After Heari	0		0		0		0		0		0	

Findi	Comp	parativ	e Data	(Sec.	1614.70	)5)					2018 thru		
ngs of Di	Previ	ous Fis	scal Ye	ar Dat	a						9-30	-18	
scri	2013		2014		2015		2016	;	2017	7			
mina tion Rend ered by Basis 29 C FR§1 614. 704( i)	#	%	#	%	#	%	#	%	#	%	#	%	
ng													
Race	0		0		0		0		0		0		
Colo r	0		0		0		0		0		0		
Relig ion	0		0		0		0		0		0		
Repri sal	0		0		0		0		0		0		
Sex	0		0		0		0		0		0		
Nati onal Origi n	0		0		0		0		0		0		
Equa I Pay Act	0		0		0		0		0		0		
Age	0		0		0		0		0		0		
Disa bility	0		0		0		0		0		0		
Gene tic In form ation	0		0		0		0		0		0		
Non- EEO	0		0		0		0		0		0		
Findi	0		0		0		0		0		0		

Findi											2018 thru	
ngs of Di	Previ	ous Fis	scal Ye	ar Data	<b>a</b>						9-30	-18
scri	2013		2014	,	2015		2016		2017			
mina tion Rend ered by Basis 29 C FR§1 614. 704( i)	#	%	#	%	#	%	#	%	#	%	#	%
ngs With out Heari ng												
Race	0		0		0		0		0		0	
Colo r	0		0		0		0		0		0	
Relig ion	0		0		0		0		0		0	
Repri sal	0		0		0		0		0		0	
Sex	0		0		0		0		0		0	
Nati onal Origi n	0		0		0		0		0		0	
Equa I Pay Act	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Disa bility	0		0		0		0		0		0	
Gene tic In form ation	0		0		0		0		0		0	

Findi	Comp	arative	e Data	(Sec. 16	614.70	5)					2018 thru 9-30-18	
ngs of Di	Previo	ous Fis	cal Yea	r Data							9-30-	18
scri	2013		2014		2015		2016		2017			
mina tion Rend ered by Basis 29 C FR§1 614. 704( i)	#	%	#	%	#	%	#	%	#	%	#	%
Non- EEO	0		0		0		0		0		0	
Findi ngs of Di		oarative				5)					2018 t 9-30-	
scri	2013		2014		2015		2016		2017			
mina tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Num ber F indin gs	0		0		0		0		0		0	
App oint ment /Hire	0		0		0		0		0		0	
Assi gnm ent of D uties	0		0		0		0		0		0	
Awar ds	0		0		0		0		0		0	
Conv	0		0		0		0		0		0	

Findi ngs		parativ				5)					2018 t	
of Di	Previ	ous Fis	cal Ye	ar Data	1		1					.0
scri mina	2013		2014		2015		2016		2017	1		
tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
ersio n to Full- time												
Disci plina ry Ac tion	0		0		0		0		0		0	
Dem otion	0		0		0		0		0		0	
Repri man d	0		0		0		0		0		0	
Susp ensio n	0		0		0		0		0		0	
Rem oval	0		0		0		0		0		0	
Othe r	0		0		0		0		0		0	
Duty Hour s	0		0		0		0		0		0	
Eval uatio n Ap prais al	0		0		0		0		0		0	
Exa mina tion/ Test	0		0		0		0		0		0	

Findi	Comp	arative	e Data	(Sec. 1	614.70	5)					2018	
ngs of Di	Previ	ous Fis	cal Yea	ar Data							9-30	-18
scri mina	2013		2014		2015		2016		2017			
tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Hara ssme nt	0		0		0		0		0		0	
Non- Sexu al	0		0		0		0		0		0	
Sexu al	0		0		0		0		0		0	
Medi cal E xami natio n	0		0		0		0		0		0	
Pay ( Inclu ding Over time)	0		0		0		0		0		0	
Prom otion /Non -Sele ction	0		0		0		0		0		0	
Reas sign ment	0		0		0		0		0		0	
Deni ed	0		0		0		0		0		0	
Direc ted	0		0		0		0		0		0	
Reas onab	0		0		0		0		0		0	

Findi	Comp	parativ	e Data	(Sec. 1	614.70	5)					2018	
ngs of Di	Previ	ous Fis	scal Ye	ar Data							9-30-	18
scri mina	2013		2014		2015		2016		2017			
tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
le Ac com mod ation												
Rein state ment	0		0		0		0		0		0	
Retir eme nt	0		0		0		0		0		0	
Term inati on	0		0		0		0		0		0	
Term s/Co nditi ons of	0		0		0		0		0		0	
Time and Atte ndan ce	0		0		0		0		0		0	
Train ing	0		0		0		0		0		0	
Othe r	0		0		0		0		0		0	
Findi ngs After Heari ng	0		0		0		0		0		0	

Findi ngs			ve Data			05)					2018 9-30	8 thru 9-18
of Di	Prev	ious Fi	iscal Ye	ear Dat	a				<u> </u>		_	
scri mina	2013	;	2014	1	201	5	2016	5	2017	7		
tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
App oint ment /Hire	0		0		0		0		0		0	
Assi gnm ent of D uties	0		0		0		0		0		0	
Awar ds	0		0		0		0		0		0	
Conv ersio n to Full- time	0		0		0		0		0		0	
Disci plina ry Ac tion	0		0		0		0		0		0	
Dem otion	0		0		0		0		0		0	
Repri man d	0		0		0		0		0		0	
Rem oval	0		0		0		0		0		0	
Othe r	0		0		0		0		0		0	
Duty Hour s	0		0		0		0		0		0	
				$\neg$			$\neg$			1		

Findi	Comp	arativ	e Data	(Sec. 1	614.70	5)					2018	
ngs of Di	Previ	ous Fis	cal Yea	ar Data							9-30	-18
scri mina	2013		2014		2015		2016		2017			
tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Eval uatio n Ap prais al	0		0		0		0		0		0	
Exa mina tion/ Test	0		0		0		0		0		0	
Hara ssme nt	0		0		0		0		0		0	
Non- Sexu al	0		0		0		0		0		0	
Sexu al	0		0		0		0		0		0	
Medi cal E xami natio n	0		0		0		0		0		0	
Pay ( Inclu ding Over time)	0		0		0		0		0		0	
Prom otion /Non -Sele ction	0		0		0		0		0		0	
Reas	0		0		0		0		0		0	

Findi	Comp	oarativ	e Data	(Sec. 1	614.70	5)					2018	
ngs of Di	Previ	ous Fis	scal Ye	ar Data	1						9-30-	18
scri mina	2013		2014		2015		2016		2017			
tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
sign ment												
Deni ed	0		0		0		0		0		0	
Direc ted	0		0		0		0		0		0	
Reas onab le Ac com mod ation	0		0		0		0		0		0	
Rein state ment	0		0		0		0		0		0	
Retir eme nt	0		0		0		0		0		0	
Term inati on	0		0		0		0		0		0	
Term s/Co nditi ons of E mplo yme nt	0		0		0		0		0		0	
Time and Atte ndan	0		0		0		0		0		0	

Findi	Comp	oarativ	e Data	(Sec. 1	1614.70	5)						thru
ngs of Di	Previ	ous Fis	scal Ye	ar Data	3						9-30	)-18
scri	2013		2014		2015		2016		2017	,		
mina tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
се												
Train ing	0		0		0		0		0		0	
Othe r	0		0		0		0		0		0	
Findi ngs With out Heari ng	0		0		0		0		0		0	
App oint ment /Hire	0		0		0		0		0		0	
Assi gnm ent of D uties	0		0		0		0		0		0	
Awar ds	0		0		0		0		0		0	
Conv ersio n to Full- time	0		0		0		0		0		0	
Disci plina ry Ac tion	0		0		0		0		0		0	
Dem	0		0		0		0		0		0	

Comp	oarativ	(Sec.									
Previ	ous Fi	scal Ye	ar Data	a						9-30	-18
2013		2014	ļ	2015		2016		2017	,		
#	%	#	%	#	%	#	%	#	%	#	%
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
0		0		0		0		0		0	
	#  O  O  O  O  O  O  O  O  O  O  O  O  O	Previous Fisher           2013         %           #         %           0	Previous Fiscal Year           2013         #           #         %         #           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0           0         0         0	Previous Fiscal Year Data           2013         2014           #         %           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0           0         0	Previous Fisch Year Data           2013         2014         2015           #         %         #         %         #           0         0         0         0         0         0           0 </td <td>  Mathematical Part   Math</td> <td>  Previous Fiscal Year   Data                                    </td> <td>Previous Fiscal Year         2013</td> <td>  Previous Fiscal Year Data</td> <td>  Previous Fiscal Year   Data   2013   2014   2015   2016   2017   2017   2016   2017   2017   2018</td> <td>  Previous Fiscal Year   Path   Path</td>	Mathematical Part   Math	Previous Fiscal Year   Data	Previous Fiscal Year         2013	Previous Fiscal Year Data	Previous Fiscal Year   Data   2013   2014   2015   2016   2017   2017   2016   2017   2017   2018	Previous Fiscal Year   Path   Path

Findi	Comp	arative	e Data	(Sec. 10	614.70	5)					2018 1	
ngs of Di	Previ	ous Fis	cal Yea	ar Data							9-30-	18
scri	2013		2014		2015		2016		2017			
mina tion Rend ered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Medi cal E xami natio n	0		0		0		0		0		0	
Pay ( Inclu ding Over time)	Ο		0		0		0		0		0	
Prom otion /Non -Sele ction	0		0		0		0		0		0	
Reas sign ment	0		0		0		0		0		0	
Deni ed	0		0		0		0		0		0	
Direc ted	0		0		0		0		0		0	
Reas onab le Ac com mod ation	0		0		0		0		0		0	
Rein state ment	0		0		0		0		0		0	
Retir eme	0		0		0		0		0		0	

Findi	Com	parative	e Data	(Sec. 1	614.	70	5)							2018	
ngs of Di	Previ	ous Fis	cal Ye	ar Data	l									9-30	-18
scri	2013		2014	ı	20	15		20	016		2	017			
mina tion Rend ered by Issue	#	%	#	%	#		%	#		%	#	ŧ	%	#	%
nt															
Term inati on	0		0		0			0			С	)		0	
Term s/Co nditi ons of E mplo yme nt	Term 0 s/Co nditi ons of E mplo yme nt		0		0			0			С	)		0	
Time and Atte ndan ce	0		0		0			0			С	)		0	
Train ing	0		0		0	0		0			0			0	
Othe r	0		0		0			0			С	)		0	
Pendi		Compa	arativ	e Data											3 thru
Comp s Filed		Previo	us Fis	cal Yea	r Dat	ta								9-30	)-18
Previous Fiscal Years Status	by	2013		2014		20	015		20	16		201	7		
Total comp from previce Fiscal Years	ous	0		0		1			2			1		2	

Pending	Comparativ	e Data				2018 thru
Complaint s Filed in	Previous Fis	scal Year Dat	ta			9-30-18
Previous Fiscal Years by Status	2013	2014	2015	2016	2017	
Total Com plainants	0	0	0	1	2	2
Number of o	complaints					
Investigati on	0	0	2	0	0	2
Hearing	0	0	0	0	1	0
Final Action	0	0	0	1	-	0
Appeal with EEOC Office of	0	0	0	0	1	0
Complaint	Comparativ	e Data				2018 thru
Investigati ons	Previous Fis	scal Year Dat	ta			9-30-18
	2013	2014	2015	2016	2017	
Pending Complaint s Where In vestigation s Exceeds Required Time Frames	0	0	0	0	0	0